



The significance of soft skills developments in present competitive world

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Abstract

The paper begins with a famous quotation of 'Mahatma Gandhi'—'Peace is not the absence of conflict but the ability to cope with it'. Here balancing or managing the conflicts is up to our ability, so one's ability to handle situation consider as one's soft skill. These soft skills literally mean that personal attributes that enable some to interact effectively and harmoniously with other people. These skills play an important role in a successful career as well as during social interactions in the society. It encompasses a number of traits that employers seek out in a candidate, communication skills, creative thinking, problem solving, flexibility, interpersonal skills, Teamwork dynamics, leadership skills all comes under one's soft skills. These skills are essential for all the job seekers/ students/teachers to enhance their career through their expertized skillful personalities. To make sure the above point we can see some developments and few implementations in providing / teaching these skills at educative fields. For e.g. - PDE: Personal Development education encompasses inters personal or communicative skills which are highly essential in global oriented careers. And 'The common core state standards (CCSS) are another effective tool to assist in making these skills to be function in mainstream. This paper also suggests some practical implementations and strategies for the current competitive world.

Keywords: meaning, significance of soft skills, pedagogical developments, implements and new strategies for global oriented career

Introduction

Let me begin with a famous quotation of 'Mahatma Gandhi' – 'Peace is not the absence of conflict but the ability to cope with it'. Here balancing or managing the conflicts is up to our ability, so one's ability to handle situation consider as one's soft skill. According to the Collin's English dictionary 'the term Soft Skills as desirable qualities for certain forms of employment that do not depend on acquired knowledge: they include common sense, the ability to deal with people and a positive flexible attitude. These soft skills literally mean that personal attributes that enable some to interact effectively and harmoniously with other people. These skills play an important role in a successful career as well as during social interactions in the society. It encompasses a number of traits that employers seek out in a candidate, communication skills, creative thinking, problem solving, flexibility, interpersonal skills, Teamwork dynamics, leadership skills all comes under one's soft skills.

Significance of 'Soft Skills' in the Present Competitive World

In this competitive world the competency-based learning and training is very essential. This kind of approach is more often used in concrete skills than abstract learning. But these concrete skills or hard skills are unless without abstract or soft skills. Moreover the modern work place is interpersonal and customers also demand for soft skills in employees. Because strong soft skills ensure a productive, collaborative and healthy work environment, all vital attributes for organizations in an increasingly competitive world. The ability to communicate efficiently and effectively with people, the capacity of handling multiple roles or flexibility and adaptability, capable of thinking up solutions creatively

to deal difficult situations, and well behavior with good interpersonal skills for team work are all consider as a vital factor in an organization's success. Thus teaching and learning these skills is highly necessary in present and future modern work places.

Pedagogical Developments in Teaching and Learning Soft Skills

We can find some pedagogical practices or developments in teaching these 'soft skills' in the present 21st century. Most of the Universities, Colleges, schools, companies or any other organizations are aimed to provide a qualitative education specifically on 'Soft skills' as specialized subject. And we can also see the most of the universities or organizations are voluntarily taking great steps towards in organizing specialized training sessions or courses regarding 'Soft Skill' as its implementation.

Especially These skills play a prolific challenging role for all the job seekers/ students/teachers to enhance their career through their expertized skillful personalities. To make sure the above point we can see some developments and few implementations in providing / teaching these skills at educative fields. The following examples are helpful to understand that what are the developments have done. Based on these examples we can find some implementations in soft skills training and learning.

- For e.g. - PDE: 'Personal Development Education' encompasses interpersonal or communicative skills which are highly essential in global oriented careers. And 'The common core state standards' (CCSS) is another effective tool to assist in making these skills to be function in mainstream.
- According to a survey conducted by American

Management Association (AMA) with 2, 115 managers and executives worldwide critical thinking was found to be a crucial skill for workers to have in order to cultivate to their company growth.

- YAB Data's Abdullah Bin Hajji Ahmad Bandai's recognition of human capital development as a vital driving force to push forward the country's economy the Ministry of Higher Education (MOHE) declared that all government Universities of the country should include soft skills in the curriculum of their undergraduates. Thus MOHE Developed the Malaysian soft skills development Module (MSSDM) for Higher Educational Institutions (HEIS) to implement.
- During the latter decades of the 20th century and in to 21st century, society has undergone an accelerating pace of change in economy and technology. Its effects on the work place, and thus demands on the educational system preparing students for the workforce, have been significant in several ways.
- The Malaysian Institute of Higher Learning (2006) recommended that public Universities in Malaysia work within the given frame work, these public Universities are allowed to make variation and additions in the implementation aspect. The model of this Ministry of Higher Education (2006) states that the developments of soft skills among students of public Universities should be an compulsive task to provide the knowledge based on support programs especially academic and non-academic based programs (co-curriculum), and it should also be based on formal teaching and learning through stand – alone subject, embedded model. And moreover the development of soft skills based on campus life.

Apart from all these developments we can see many changes in providing Soft Skill trainings with different curriculum or innovative methods have executed in many schools or colleges or in work places and meticulous involvement in teaching and learning. Above all the movements are qualitative skillful knowledge enhancing methods pictures the valuable developments which have been already developed or developing. In the present century. So the most prolific element which makes us to ponder on the necessity of the implementing these developments or going ahead with the new strategies.

At the same time we can see many people or organizations are still facing difficulties in development due to the lack of proper use and practice of these skills. This may be due to some inevitable circumstances of people or uncertain involvement in practice of these skills. This may be occurring because of the uninterested learners or part time workers, or sometimes by such students who are working and studying together. It doesn't mean that all the students who are working and studying are not skillful instead it is applicable only to those who may not pay equal or balancing attention to both education and job. And even few people are working for livelihood as part timers, or etc. It affects the economy of the work place. So people should pay equal attention to both personal and professional life.

Some Suggestive Implementations and new strategies for Soft Skills Developments

Teaching and learning should go in rapid speed when the country's work force is growing rapidly.

To encompass the traits of soft skills in education or work place, recommending few more implementations and adding new strategies are highly indispensable. Multiple agencies, Schools, Colleges, and many other organizations have issued guides and recommendation for implementation of these skills in a variety of learning environments. So creating such environment with new strategies by cultivating the value of soft skills in students or learners mind. The following tips are helpful in implementing these soft skills.

- Firstly a trainer/learner should focus on the authentic choices about the way of learning and be assessed according to the proper plans, secondly following what we say or decide to do and let these strategies to initiate in well manner with a clear and comfortable environment. The trainers and learners both should be in the same high standards because these skills are both 'taught and caught' in formal and informal learning with productive and practical management system. Providing and gaining both theoretical and practical knowledge during sessions. This should be a regular and compulsive practice.
- Offering soft skills training through e-learning courses or arranging some special programmes or sessions on soft skills is absolutely necessary. Once implementing learning management system and transitioned from in-person training to an online or blended learning model, the trainers should persist responsibly to execute the sessions in well manner. At the same time learners meticulous involvement in utilizing the given information with their sincere practice. Learned skills should be supported and enhanced by management team members. And even additional practice like, ongoing discussion, feedback, coaching to support the transfer of newly learned skills in the work place environment.
- To invigorate these skills to learners, trainer should teach practically by conducting interactive sessions. Letting learners the opportunity to explore real world consequences without the risk can be the most powerful tool to develop these soft skills.
- Create an e-learning scenario that features a group of characters and various decisions the learners must make in order to lead them. By mingling with the group members a learner can get a firm grasp on actions and behavior of others. Such actives boost up the confidence level in learners and help to develop their communication skills and behavioral skills.
- To improve creative thinking capacity in learners gives some hypothetical situations or some problematic situations which are related to public life and ask them to solve with their new ideas. Teach them to consider problems as 'bumps in the road' and go ahead. It helps people to deal problematic situations objectively and logically instead of being panic.
- Teach creatively to boost creative talent in learners. Give some real life examples through video lectures or conduct some practical activities with real life routine situations. We find and learn the creativity in children better than the adults because adults may easily forget the joy of creativity, but the children always focus and enjoy by creating something new with simple or regular use.

For example: If you give a paper to a child and ask him to do anything with it whatever he intends to do. The child's first priority to use the paper 'differently' rather than the regular use of it. We may expect a child can paint something or play with it by making a paper boat or he can do anything what makes him to feel happy to do. But 95% kids use it innovatively. So my point is that we should think differently and generate new ideas.

Conclusion

Let's see the future with a strategic insight which would be the soft skills! Because 97% of employers surveyed and believed that soft skills were an essential part of their business success. So we must constantly try to improve these skills and take care to exhibit these traits in professional life which have the great power to lead us becoming a well-rounded motivated individual who has plenty to offer. To bolster these soft skills both trainers and learners conscientious involvement is extremely important to foster these soft skills effectively in the present globalized career.

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